

Incentives and factors affecting the improvement of the human capital quality in the innovative economy

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Abstract

Development of innovative economy, accelerating of technological change require new forms and methods for solving of economic and social problems, among which the development of the system of motives and incentives for improvement of the quality of human capital occupies the important place. However, motivation of employees, only the financial reward, does not achieve the strategic objectives of output the economy to a qualitatively new level. Necessary and other, non-financial incentives of productive labor motivate people to improve their physical and intellectual capital. The development of advanced forms and methods of motivating employees should be based on a system of tangible and intangible incentives to work and self-realization. Stimulation as a way to control the quality of human capital involves consideration of the interests and needs of the individual and of the staff, the degree of their satisfaction, because the needs are a critical factor in the behavior of social systems. The author makes an attempt to systematize the needs and incentives that affect improving the human capital, the possibility of their application in the innovation economy and analyzed the prospects of their development on innovative - active enterprises in the production and service sectors of the Republic of Tatarstan.

Keywords

Human capital, Innovation, Innovation-active enterprises, Innovative economy, Labor productivity, Non-financial incentives